



**Directorate of Fire & Emergency Services J&K,
Jammu/Srinagar.**

Subject:- Implementation of measures for better personnel management vis-à-vis audit of the manpower

Refnce:- Instructions issued in the CoS meeting chaired by the Chief Secretary J&K on 11/11/2021

ORDER

Of late, it has been observed that Command Officers in the Fire and Emergency Services Department have been effecting changes in postings/ deployment of upper/lower subordinates working in their respective Commands from one Station/location to another, without prior approval/ explicit orders from the Directorate of Fire and Emergency Services. This apart from being bad in practice also results in disorder in the personnel management besides promote indiscipline among rank and file. Moreso, this practice is also in contravention of the transfer policy laid down by the J&K Government.

2- Therefore, with a view to ensure better personnel management and enforce discipline among rank and file, it is hereby ordered that:-

- a) No Command officer shall effect internal changes in any manner in respect of personnel posted in their respective Commands. In case of any change(s) necessitating on functional requirement, the concerned Command Officer shall forward the proposal/ recommendations to the Directorate for consideration/ issuance of orders.
- b) No verbal attachment/deployment of the manpower shall be made in any manner by the Command officers or other Subordinate officers within the Department or outside.
- c) Manpower, if any, deployed as such shall be recalled and posted back at their places of postings/deployment as per the previous orders issued by the Directorate.
- d) All kind of transfers/postings and deployments shall only be issued from the Directorate as per the existing policy/practice.

(Dr B. Srinivas) D.S.
Director,

Fire & Emergency Services,
Jammu & Kashmir.

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Copy to the:-

1. Joint Directors F&ES Jammu/Kashmir Range for information.
2. DD Command Jammu/Srinagar
3. All Command officers in F&ES Department J&K
4. ADO/AO F&ES Hqrs J&K for strict compliance.
5. Master File/Order Book

..... for information and necessary action.